



Annual Report 2015

EUROPEAN ASSOCIATION OF ZOOS AND AQUARIA



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Cover image: Pallas' Cat (*Otocolobus manul*) © Tom Svensson, Norden's Ark

Mission and Vision

Our Mission

“EAZA’s mission is to facilitate co-operation within the European zoo and aquarium community with the aim of furthering its professional quality in keeping animals and presenting them for the education of the public, and of contributing to scientific research and to the conservation of global biodiversity. It will achieve these aims through stimulation, facilitation and co-ordination of the community’s efforts in education, conservation and scientific research, through the enhancement of co-operation with all relevant organisations and through influencing relevant legislation within the EU.”

Our Vision

“To be the most dynamic, innovative and effective zoo and aquarium membership organisation in Europe”

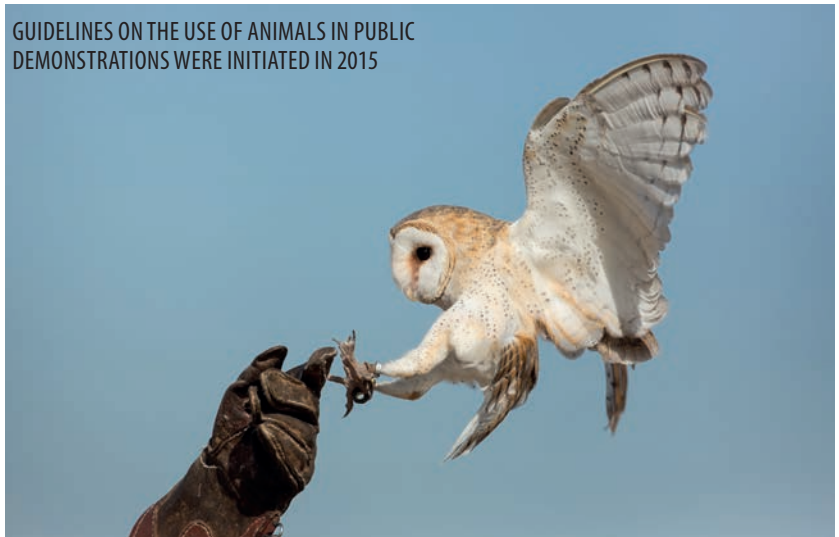
Report from the EAZA Chairman

After the enormous upheavals of 2014 it is a relief to be able to report more normal levels of activity for the Association in 2015. Not that it was a year completely free of controversy, but at least the discussions were not so divisive and personalised. An area of debate was around the potential blurring of the distinction between zoos that have circus-like shows, and circuses that want to engage in more zoo-like activity. Our Council has been quite clear that circuses cannot be members of our association. Regardless of what one thinks about animal management practices within circuses their goals and aims are simply too different from ours. We know that our visitors enjoy, and get value from, animal demonstrations within our zoos but there is a line between a demonstration and a circus-like show. We have adopted a definition of what is an acceptable demonstration in an EAZA zoo and it was not an easy task to do so. I would like to thank those of our members who gave such deep and insightful thought, not to mention so much of their time, to the drafting of the EAZA Guidelines on the use of animals in public demonstrations. It will assist our accreditation teams in assessing the activity of members in this area and has already allowed Council to take a strong stance with one or two members that have clearly crossed the line.

In highlighting the above concern I am not trying to draw particular attention to divisive issues within the Association. Rather I am trying to show that because we do not shy away from dealing with difficult or contentious matters it makes the Association stronger not weaker. We develop a moral authority that stands us in good stead when talking truth to power, such as in the national and regional governing bodies with which we interact. If EAZA can become a 'go to' organisation on matters relating to areas where people and wildlife meet then this will reflect well on all our individual members and strengthen their positions within their local communities.

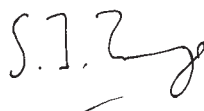
By the time this annual report appears I will no longer be Chairman of our Association. I shall have been in the role for six and a half years (six

GUIDELINES ON THE USE OF ANIMALS IN PUBLIC DEMONSTRATIONS WERE INITIATED IN 2015



**SIMON TONGE,
PAIGNTON ZOO,
PAIGNTON, UK
CHAIRMAN**

months longer than I was supposed to.....) and with my previous three years as Vice-Chair also taken into account I really do think it is time for a change in leadership! It has been a great privilege to be able to play a part in the development of EAZA and to watch it slowly becoming a mature and confident Association with a clear vision for what we can do, as a community of zoos, in conservation and education. I have enormously enjoyed the interactions that I have had with so many of our members and words cannot express my appreciation for the support and guidance that I have received. I have worked with two brilliant Directors of the association, Lesley Dickie and Myfanwy Griffith, our Celtic tigresses, and with an inspiring cross-section of our membership on both the Executive Committee and Council. I have mentioned before how we are envied by other communities because of our sense of purpose and shared goals, and how these translate into long and lasting friendships. If my belief, that it is our duty to try to leave the world in a slightly better place than we found it, is true then I think that EAZA is stronger than it was six years ago, so I am content. I shall continue to provide support and advice to my successor, if he or she wants it (!), and hope to go on participating in the activities and development of EAZA in the future. Thank you all, and goodbye (for now...).



Report from the EAZA Executive Director

The 2013/14 period was a busy one for EAZA with many challenges and changes, not least that of a change in Executive Director at the end of 2014. I have now completed my first year in the role and am immensely proud of all the good work the Association has achieved throughout 2015. It is clear that EAZA has emerged stronger and more focused after the turbulent times of the past. This is not to say that the year has been uneventful - with such a diverse and passionate membership there will always be debate about how we progress - it is more that the core values and 'EAZA spirit' that brought us together in the beginning still hold true to the activities we want to pursue today. 2015 marks 30 years of EAZA EEP breeding programmes; their success, and the current evaluation of what might be the best structure for the next 30 years, demonstrate how EAZA continues to forge a progressive path for the continent's zoo and aquarium community. Breeding programmes, however, are only one facet of the work we undertook in 2015 to fulfil the Association's strategic goals - we have also been active across our other focal areas:

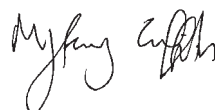
Engagement with the European Union
The decision in 2013 to move from working with public affairs company Grayling, to appointing a full time EAZA EU Policy Manager Based in Brussels continues to be successful. The current position holder, Daniel Nuijten, has been working closely with the Legislation, Veterinary and National Associations Committees as well as Taxon Advisory Groups and individual members to bring EAZA into a variety of conversations in Brussels. Amongst other things this resulted in EAZA contributing to work on the new Animal Health law, joining the European Commission's working group on Invasive Alien Species to participate in how this Regulation will be implemented, and contributing to the European Commission Action Plan on Wildlife Trafficking. EAZA was also involved in the stakeholder consultation process for the Birds and Habitats Directives REFIT process.



THE GIANT ANTEATER EEP WAS ONE OF THE ORIGINAL PROGRAMMES SET UP IN 1985



**MYFANWY GRIFFITH,
EXECUTIVE DIRECTOR**



EAZA contributed to the EU Zoos Directive Best Practice document which was communicated to the membership promptly following publication. Towards the end of 2015 EAZA was also part of a consortium bidding for the tender to carry out the evaluation of the implementation of the EU Zoos Directive. Results of this tender process will be known in early 2016.

EAZA Committee members and Executive Office staff have also been busy in Brussels, establishing connections and attending a variety of meetings. This varied from meeting MEPs Bas Eickhout (to discuss support for the Pole to Pole Conservation Campaign) and Catherine Bearder (to discuss the ongoing use of shark squalene in cosmetics), to connecting with, among others, the IUCN Brussels office, European Association for Aquatic Mammals (EAAM) International Fund for Animal Welfare (IFAW), and Eurogroup for animals.



POLE TO POLE CAMPAIGN
ACTIVITIES AT MULHOUSE
ZOO.

Maximising Conservation Action
2015 saw the end of the highly successful Pole to Pole Campaign. This was a departure from previous EAZA campaigns, focusing on encouraging people to change their behaviour and 'pull the plug' rather than fundraising. By the end of the Campaign over three thousand people had pledged to unplug over 12,000 electronic devices. This resulted in saving of 338,762 kilowatt-hours of electricity, equivalent to the amount of carbon sequestered by 191 acres of forest in one year. The Campaign also proved to be our most popular ever with 250 institutions worldwide joining. The end of the Campaign also coincided with the United Nations Framework Convention on Climate Change meeting in Paris, whereby Campaign organisers were able to present a petition of 17,160 signatures requesting the commitment of national governments and the European Union to support all measures which help keep global warming under the 2°C limit.

As ever, the EEP Committee has been very active and you will find more detail about their work in their section of this Annual Report. For a Committee that has achieved so much in 2015 it is always dangerous to highlight one or two areas of work but, I would like to make special mention of the EEP and TAG evaluations as well as the publication of numerous Best Practice Guidelines. Both these activities involve contributions and collaborations from throughout our community and aid the professionalism of our programmes. I would like to extend my thanks to all involved and

encourage everyone to continue to be involved in this important work.

One of the key developments in helping us fulfil our conservation goals is the EAZA Conservation database (www.eazaconservation.org). Since the official re-launch in September 2014, EAZA members have been adding their projects to help create an overview of all our members' conservation activities. This enables EAZA to give a more complete picture of the extensive scope of the conservation work our members are involved in. Current projects in the database add up to €32 million in registered EAZA contributions to conservation across 1133 projects! This information is invaluable in our communication efforts to raise the profile of EAZA zoos, so if you have not entered your data yet please do so.

Conservation Learning and Engagement
EAZA zoos and aquariums provide a fantastic opportunity for 140 million people annually to learn about nature. However, it is increasingly apparent that just providing knowledge about animals in our collections is no longer enough; to achieve meaningful impact in collective conservation, we have to truly engage people and encourage them to act on behalf of nature. The European Zoo Educators Conference in 2015, superbly hosted by Lisbon Zoo, Portugal, provided a great opportunity for leaders in zoo and aquarium education to work out how best to do this. The conference attracted 131 delegates from 90 institutions across 28 countries who were able to share their experiences and learn from others around a variety of different topics. These included "Cognition and Psychology", "Networking and Partnerships" and "Sustainable Behaviour". Before the conference, the EAZA Academy and Crew Training provided further professional development guidance to thirty educators through a seminar dedicated to biodiversity engagement.

A new EAZA Academy Manager, Laura Myers, started in 2015 and we are grateful to Fondation Segré for their continuing confidence in the Academy. Their support for the development of a programme of courses in Israel in cooperation with the Israeli Zoo Association, as well as funding a two-year post of Animal Welfare Training Officer (see below) has been instrumental in the growth of our professional development capability. For further details about the work of the EAZA

Academy please see the specific section later in this Annual Report.

The EAZA funded open access Journal of Zoo and Aquarium Research (JZAR) continues to attract high quality submissions. This is a fantastic resource for novel, peer-reviewed research papers, reviews, technical reports and evidence-based case studies that are relevant to all aspects of our community. Research categories covered by JZAR include studies in pure and applied biological sciences (e.g. behaviour, genetics, medicine, nutrition, population management and reproduction), in situ conservation research (e.g. socio-economic and field surveys) and research aimed at developing other roles of zoos and aquariums (e.g. visitor learning and marketing surveys). Everyone is able to access JZAR at www.jzar.org and I would encourage submissions to demonstrate clearly the high quality of research that is taking place in zoos and aquariums.

Leading in Animal Welfare

EAZA was able to appointment an EAZA Animal Welfare Training Officer, Sally Binding, in 2014 thanks to two-year funding from Fondation Segré. Sally spent much of 2014 gaining knowledge about the welfare needs of EAZA members, making contacts, and developing workshop programmes for an extensive roll-out throughout 2015. In addition to the face to face workshops, Sally regularly writes articles for Zooquaria and organised animal welfare workshops and a plenary during Annual Conference. 2015 also saw the publication of the WAZA Animal Welfare Strategy 'Caring for Wildlife' to which staff at the EAZA Executive Office and amongst the membership contributed extensively.

Partnerships

One of the greatest strengths of EAZA is our ability to work with partners. As an Association we are increasingly effective at communicating and collaborating with organisations in Europe to our mutual benefit and progress. Our commitment to working together across diverse cultures and at all levels is especially evident through the increasing activity of our two new Committees, the Communications Committee and National Associations Committee. This will be their first inclusion in an EAZA Annual report and I am already encouraged and excited by the activities

they have started and plan to continue into 2016 and beyond.

2015 saw the continuation of beneficial partnerships through Memoranda of Understanding (MoUs) with the European Association of Zoo and Wildlife Veterinarians (EAZWV), European Association for Aquatic Mammals (EAAM), European Union of Aquarium Curators (EUAC), and between EAZA, IUCN SSC and the Ministry of Natural Resources and Environment of the Russian Federation on the restoration (reintroduction) of the Persian leopard in the Western Caucasus. The MoU with the European Network of Science Centres and Museums (Ecsite) and Botanical Gardens Conservation international (BGCI) to explore how our common goals can be enhanced through

TOP: ANIMAL WELFARE WORKSHOP, BRASOV;
BOTTOM: IMPROVED ANIMAL WELFARE THROUGH TRAINING WORKSHOPS





ANNUAL CONFERENCE 2015 WAS HELD AT WROCLAW ZOO IN POLAND

partnership working has resulted in collaboration on the 'Let it Grow' EAZA Campaign 2016-2017.

EAZA was also successful in our joint proposal for the EU Erasmus+ programme to fund a three-year project (2016-2018) to create a zookeepers' competency framework. Partners in the project are: Chester Zoo, Zagreb Zoo, Wroclaw Zoo, The Lithuanian Zoo Association, The Romanian Zoo Association, Sparsholt College and Barneveld College. The framework will support the professional development of zookeepers in countries where there is currently no formal educational programme for the vocation. It will also help to create a Europe-wide framework on zookeeper competencies to make it easier for keepers to work across different European countries.

EAZA also partners with organisations on a global scale, including MoUs with the Association of Zoos and Aquariums (AZA), Asociación Latinoamericana de Parques Zoológicos y Acuarios (ALPZA) and the Pan-African Association of Zoos and Aquaria (PAAZA). Members and staff from the Executive Office continue to have strong links with the IUCN Species Survival Commission (SSC) and their Specialist Groups such as the Conservation Breeding Specialist Group (CBSG), as well as with the Commission on Education and Communication (CEC). I was pleased to be able

to attend the IUCN Regional Conservation Forum in Helsinki in December 2015 and contribute to discussions in preparation for the IUCN World Conservation Congress (WCC) in 2016.

Promoting the work of the EAZA Community

The last 12 months have seen a continuation of the increasingly outwardly focused communications activities of EAZA. I have already mentioned the partnership work brought about by the Communications Committee and the National Associations Committee, and these committees also play an important role in aiding clear and effective communication within and outside the membership, ensuring that we uphold standards of openness and transparency. This has led to a commitment to providing as many of our documents as possible on the public website (www.eaza.net) as well as redeveloping the Member Area to make it easier for members to collaborate and communicate their work in Committees and TAGS. The Member Area is currently in a testing phase and we expect full implementation in 2016.

Social media plays an increasingly visible part in how people receive and relay information and EAZA is utilising this through our main Facebook page (4595 followers now compared to 2800 at the

end of 2014), new EAZA Academy Facebook page (980 followers) and Animal Welfare Workshops Facebook page (closed group for all course participants). I'm also aware that many of our EEPs and TAGs area also using a variety of social media to connect and promote the good work of EAZA.

One of the most effective ways we have to promote the work of the EAZA community with confidence is to highlight the distinction between EAZA Members and non-members, referencing our Standards and accreditation procedures. Since the introduction of the EAZA Accreditation Programme (EAP) for existing members in 2011, many members have been keen to put themselves forward to be screened. The schedule is progressing according to plan and as of early 2016 42% of EAZA Members are now accredited. We would like to take this opportunity to thank all the institutions that so openly allowed us access and to the screeners who generously provided their time and expertise.

The Annual Conference always provides an excellent opportunity to come together and promote the work of our community. Wrocław were our exemplary hosts, welcoming over 700 delegates from 335 institutions across 47 countries. Despite the tragic death of a keeper on the first day, Radosław Ratajczak and all the Wrocław staff were determined to represent their institution and continue the Conference without interruption. I was humbled by their respectful attitude and professionalism during this difficult time. In addition to all the productive Committee, TAG and EEP meetings, excellent plenaries took place on field conservation, conservation campaigns, and animal welfare. The fact that every year the Annual Conference gets busier and fuller is testament to the amazing motivation of our community to keep improving management and conservation outcomes for the species in our care.

Maximising resources

Our Members with their 'EAZA spirit' and continuous passion for conservation are our most valuable resource. We would not be the successful association we are without the fantastic people that devote their time to running breeding programmes, sitting on Council, Committees and working groups, teaching on Academy courses, acting as screeners; the list goes on and on and I

extend my heartfelt thanks to all. You'll find out in more detail about the work of EAZA Committees over the next few pages but I want to give special thanks to all involved in the updating of the EAZA Code of Ethics (2015) and the EAZA Culling Statement (2015), as well as in the development of the new EAZA Guidelines on the Definition of a Direct Contribution to Conservation (2015). Each of these documents are core to the progressive development of our Association and involved much input to reach their final agreed versions.

Compared to the many changes in the last Annual Report, the past 12 months have seen a stable Executive Office staff. Nevertheless, it is recognised that the ambitions of EAZA are continually growing and in order to enable this we need to increase the numbers of staff in the Executive Office. During 2015 EAZA was successful in securing two-year EU LIFE NGO funding for four new positions. Throughout 2016-17 these positions will assist in population management, zoo capacity building, biodiversity communication, and funding, with the aim that additional funds will be secured during this time for them to continue permanently.

As mentioned in the Chairman's report, one big change in the future will be the election of a new Chairman in April 2016. This will also coincide with election of a new Council, and potentially, Executive Committee. We would like to take this opportunity to thank Simon and all of the Executive Committee for their excellent work for the Association and with the Executive Office. On a personal note, Simon and the Executive Committee have all been incredibly welcoming and helpful in guiding me throughout my first full year in the role. I have very much enjoyed our open discussions and feel privileged to have had the opportunity to work closely alongside leaders in our community.

To finish, I would also like to thank the whole staff of the Executive Office who worked so diligently throughout 2015. I could not ask for a more dedicated and passionate team who excel at all they do and truly embody the 'EAZA spirit'. My thanks to April, Daniel, Danny, David, Elmar, Katharina, Kristin, Kristine, Laura, Lilian, Merel, Mirko, Sally, Sander, Sofieke, and William!

Aquarium Committee

To further facilitate the joint work between aquariums and zoos the Aquarium Committee continued to instigate aquarium representatives sitting on as many different EAZA Committees as possible. Representatives now sit on the Conservation, Education, EEP, and Veterinary Committees.

During 2015 the Memorandum of Understanding (MoU) between EAZA and the European Union of Aquarium Curators (EUAC) was agreed. The MoU has the following goals:

1. Strive for synergy in policies and activities
2. Strive for achieving sustainable collection management through, amongst others, active participation in the Fish and Aquatic Invertebrate TAG (FAITAG)
3. Strive for achieving best husbandry practices in respect of the welfare of aquatic animals (mammals, birds, fish and invertebrate) by developing and following species-specific best practice guidelines or more topic related guidelines (e.g. water quality)
4. Encourage each other's members to get actively involved in conservation, research and high quality education regarding relevant aquatic topics

Informative FAITAG meetings took place during the EAZA Annual Conference and Members of EUAC, the Aquarium Committee and the EAZA Academy have already started work on aquarium related courses to be offered in 2016.



**JOÃO FALCATO,
OCEANÁRIO LISBOA,
LISBON, PORTUGAL
CHAIR**



Communication Committee

Following the Marius situation in 2014 it was apparent that a significant number of members felt that not all cultural sensitivities were taken into account, and that forward planning and coordination could be improved in terms of crisis management and communication within the membership. The Communication Committee was instigated in 2014 and has begun to address these issues in several ways.

The Communication Committee now has a member representing each region so as to ensure that different cultural concerns are heard and work towards a united approach to problem/crisis solving:

1. Volker Homes (VdZ) - Germany, Switzerland, Austria
2. Richard Østerballe (Givskud) - Norway, Denmark, Sweden, Finland, Estonia, Latvia, Lithuania
3. Patricia Filipe (Oceanário de Lisboa) - Greece, Israel, Italy, Kuwait, Portugal, Qatar, Spain, Turkey, UAE
4. Simonyi Gábor (Budapest) Croatia, Czech Republic, Hungary, Poland, Russia, Slovakia, Slovenia, Ukraine
5. Richard Storton (ZSL) - UK, Ireland
6. Haig Balian (Artis) - Belgium, Netherlands, Luxembourg
7. Colomba de La Panouse (Thoiry) - France

The membership is now systematically alerted by the EAZA Communication and Membership Manager and/or the Communication Committee as soon as the latter are aware of any contentious issues that arise with potential media backlash. Arguments to be communicated to the media are consequently communicated to all directors.

The Communication Committee held a mid-year meeting to rework EAZA's Communication Strategy which no longer addressed the needs of the membership adequately in the light of the Marius situation. Notably, the previous basic assumption that the public is not a primary target for communications by EAZA has clearly



COLOMBA DE LA PANOUSE, PARC ZOOLOGIQUE DE THOIRY, THOIRY, FRANCE, CHAIR

been superseded by a huge upturn in public interest in the work of Europe's zoos, a rise in the activities of animal rights organisations, and the ever-increasing influence of social media as a primary influence on the public. The new strategy, which stresses public engagement and clarity of communications to all target audiences, is due to be reviewed by Council in 2016. It reflects the core values of the Association identified by Directors in Zurich as sustainability, solidarity, stewardship, professionalism and crucially, transparency.

The mid-year meeting also included work on:

- Reviewing EAZA's public facing website
- Reworking EAZA's mission statement
- Crisis management and resolution: it was agreed that an EAZA document should be produced to assist with crisis management but no deadline has been put forth as of yet.

Acknowledgements: many thanks to all the Communication Committee members and Executive Office liaison to the committee, David Williams-Mitchell, for their participation in all the work that has been achieved thus far.

ZOOS NEED TO PROVIDE A BALANCED AND TRANSPARENT VIEWPOINT



Conservation Committee

The EAZA Conservation Committee is leading efforts to encourage every EAZA member to engage in and contribute to field conservation. The Committee works towards ensuring EAZA and its Members have a positive impact on nature conservation, for native European species and habitats as well as in other parts of the world.

Membership of the Committee changed over the year 2015. Angela Glatston (Rotterdam Zoo, the Netherlands) stepped down, while Brian Zimmerman (Zoological Society London, United Kingdom), Scott Wilson (Chester Zoo, United Kingdom) and Caspar Bijleveld (Papiliorama Swiss Tropical Gardens, Switzerland) joined the Committee.

Considerable activity took place and progress was made during this year. The major aspects that we focused on included:

- 1. Defining zoo conservation:** It is clear that zoos and aquaria are uniquely placed to make an enormous and diverse contribution to wildlife conservation in conservation breeding, education and field work. The “EAZA Guidelines on the definition of a direct contribution to conservation” have been finalized and approved by the EAZA Council in 2015, making them available to our entire membership. These guidelines give our community support in determining and communicating their involvement in, and contribution to, conservation in a transparent and consistent manner. The document is also available on the EAZA website to inform the wider public on what EAZA regards as conservation.
- 2. EAZA Conservation Standard:** An EAZA Conservation Standard has been developed by the EAZA Conservation Committee with the purpose of outlining what is expected from EAZA Members in relation to the conservation of species and biodiversity. It is intended for use by directors, field conservation staff, educators,



**BRYAN CARROLL,
BRISTOL ZOO,
BRISTOL, UK
CHAIR**

curators, researchers and others who have a responsibility for conservation activities both inside and outside the zoo premises. At the end of 2015, the Conservation Standard was ready to go to the EAZA Executive Committee and from there, on to the EAZA Council in 2016.

- 3. Annual Conference:** During the EAZA Annual Conference in Wroclaw, one of the plenaries was dedicated to highlighting The United Nations Decade of Biodiversity and the many initiatives out there that are contributing to reaching the Aichi Biodiversity Targets. The invited speakers were James Dietz (Founding director and vice president, “Save the Golden Lion Tamarin” and Founding director, Brazil’s Associação Mico-Leão-Dourado; Peter Widmann (EAZA Species Champion - Vice President and Scientific Director Katala Foundation); Rosamira Guillen (Executive Director - Proyecto Tití) and Nigel Collar (Leventis Fellow in Conservation Biology, BirdLife International). They shared their experiences on successful strategies and connections with EAZA members and Radosław Ratajszczak, as host of the conference, shared his view on the challenges city sponsored zoos have and how they contribute to conservation in their own way.
- 4. Campaigns:** The two year EAZA Pole to Pole Campaign was officially closed during the EAZA Annual Conference in Wroclaw. An overwhelming 250 institutions worldwide signed up for the campaign and showed the commitment and involvement of the zoo community towards combating climate change. 17,160 Signatures were collected during the ‘2 degrees is the limit’ petition and were handed over to the Secretariat of the United Nations Framework Convention at the intergovernmental meeting on climate change in Paris in December 2015. Preparations for the next Campaign “Let it Grow” were also underway and is scheduled for launch in 2016. This campaign - involving new partnerships with Botanic Gardens Conservation International (BGCI) and Ecsite,



PETER WIDMANN OF THE KATALA FOUNDATION, GUEST SPEAKER AT THE CONSERVATION PLENARY IN WROCLAW

the European Network of Science Centres and Museums - will raise awareness on local biodiversity and encourage people to set aside a space to encourage native species and root out invasive species.

5. **Conservation Forum 2016:** Preparations and planning have been underway for the 2016 EAZA Conservation Forum, to be hosted by BioParc Fuengirola in Spain, 11-13 June 2016. An exciting programme of speakers and workshops has been prepared, covering the topics of local biodiversity, conservation efforts in the Mediterranean and across the globe as well as the challenges of invasive alien species.
6. **Conservation database:** Continuing efforts were made to increase the amount of entries into the EAZA Conservation Database. The information collected so far has been used to inform Taxon Advisory Groups, the Executive Office and individual members on a number of

occasions. A selection of the projects for which contributions were registered are highlighted in an appendix to the Annual Report.

7. **Species Champions:** Effective conservation comes from passionate people who champion their taxonomic or geographic interests. During 2015 we have piloted the concept of Species Champions in our quarterly magazine Zooquaria by showcasing the following people who are committed to the conservation of a variety of species: Peter Widmann (Philippine cockatoo), Goutam Narayan (pygmy hog), Mike Knight (rhinoceros), Richard Bonham (elephants), Amy Dean (chinchilla), Elmar Meier (Asian turtle species).
8. **Reintroduction and Translocation Group:** The chair, Tania Gilbert (Marwell Wildlife, United Kingdom) is exploring training options around the IUCN Guidelines for Reintroductions and Other Conservation Translocations (2013) and training workshops on reintroduction practice within the EAZA community.
9. **Links to IUCN:** We have continued to forge links with IUCN, working with Kira Husher and working through the EEP Committee to foster TAG-SSC Specialist Group links.
10. **EAZA Conservation Fund:** The EAZA Conservation Committee has been exploring the idea of setting up an EAZA Conservation Fund, enabling supporting a selection conservation projects separately from the EAZA Campaigns. Discussions on the remit and structure of such a fund will continue in 2016.

Future Work

Looking ahead, we will be continuing our efforts in all the areas outlined above and the Conservation Forum will be an exciting focus on the conservation efforts of EAZA, its members and partners. As the EAZA Strategy 2013 – 2016 will be ending at the end of next year, the EAZA Conservation Committee is looking forward to contributing to the development of EAZA Strategy (2017 – 2020).

Education Committee

2015 has been a busy and productive year for the EAZA Education Committee. Highlights include the EZE (European Zoo Educators) conference in Lisbon in March 2015 and the review and update of the EAZA Education Standards documentation.

The EAZA Education Committee activities during 2015 were framed around the following strategic aims:

Aim 1 (Affective) Emotion. EAZA and its members will be champions of inspiring the public and other stakeholders on how to care; for individual animals, for species and for the planet.

Aim 2 (Psychomotive) Action. EAZA and its members will evoke positive behavioural change for the conservation of species and habitats

Aim 3 (Cognitive) Thinking. EAZA and its members will ensure a greater level of biological literacy (inclusive of the historical, cultural, economic etc. values of nature) in their visitors and stakeholders.

Aim 4 (Evaluation). EAZA and its members will establish a quality framework for all aspects of education in zoos and aquariums

EZE Conference

Held in the beautiful city of Lisbon, the conference was hosted by Lisbon Zoo. The conference theme was ‘The power of behaviour – How to inspire people to act!’ Attended by over 120 delegates, the conference had over 40 talks and presentations and 5 workshop sessions. The keynote speakers were Sheikh Abdul Aziz Bin Ali al-Nuami AKA Grea Sheikh who spoke about “Being the new change”, psychologist Linda Steg who spoke about “How to inspire people to engage in pro-environmental actions” and Frits Hesslink, whose talk “Would you change because I ask you?” challenged delegates to think about people adopting sustainable behaviour. An EAZA Academy course was run before the main conference. It was attended by 30 delegates and delivered by Adam Senior of Crew Training with

T KRIZMANIC



EDUCATION COMMITTEE MEETING AT ZAGREB ZOO

the theme “Engaging visitors with Biodiversity issues”

EAZA Education Standards

The big project for the committee in 2015 was to review and update the EAZA Education Standards document. The committee met at Zagreb Zoo, Croatia in April for a day long committee meeting and workshop around the EAZA Education Standards. The document was they written and collectively finalised by all committee members. The document was submitted at the end of 2015 for final ratification by the EAZA Council for their Spring meeting in April 2016.

This Standards document was developed by the EAZA Education Committee to help guide, inform and provide a coordinated approach to the practice of conservation education in zoos and aquariums. This document is an update from the EAZA Education Standards document 2008. It is intended for use by anyone who supports conservation education in a zoo or aquarium setting and is a living document that will evolve to meet the changing needs of conservation education. This document will be reviewed by the EAZA Education Committee every four years in line with the EAZA strategic plan.



SARAH THOMAS, ZSL, LONDON, UK CHAIR

Included in this document is the updated mission statement for EAZA on conservation education:

To mitigate the extinction of biodiversity through quality conservation education that raises awareness, connects people to nature and encourages sustainable behaviours in the millions of people that engage with EAZA zoos and aquariums annually.

Alongside the development of the EAZA Education Standards document, new screening questions focused on conservation education were created that will be rolled out through the EAZA Accreditation process in 2016.

New Committee Members

The EAZA Education Committee met twice in 2015 – in April and September at the Annual Conference. At the end of 2015, a call was put out for new committee members for the EAZA Education Committee. This reflects the need for a larger committee to meet the growing number of conservation education projects and activities that involves the EAZA community

My thanks goes to all the hard working committee members: Antioneta Costa (Vice Chair), Lisbon Zoo, Lothar Phillips – Cologne Zoo, Martin Becker – Opel Zoo, Maggie Esson – Chester Zoo, Louisanne Fauchille – Zoo de la Barben,, Eva Andersson – Nordens Ark, Tomislav Krizmanic – Zagreb Zoo, Andy Moss – Chester Zoo



THE EUROPEAN ZOO EDUCATORS CONFERENCE 2015 TOOK PLACE IN LISBON



LINDA STEEG OF GRONINGEN UNIVERSITY ADDRESSES THE EZE CONFERENCE

EEP Committee

The EEP Committee, with support of the team at the EAZA Executive Office (EEO), made good progress on a variety of topics as included in the EAZA Strategic Plan 2013-2016. The Committee met twice during 2015; the first time at the midyear meeting in March (hosted by the EEO) and the second time during the Annual Conference in Wroclaw, September. In 2015 there were no changes in membership of the Committee. Bryan Carroll (Bristol) informed the Committee that he will step down as Committee member in 2016. Bryan did step down in 2015 as member of both the EEP and TAG Evaluation subgroups with Warren Spencer (Amsterdam) taking over this role as per September 2015.

The biggest task in the EAZA Strategic Plan for 2013-2016, and the EEP Committee's action plan deriving from it, is developing the future EAZA breeding programme structure that will put the *needs of the population at the core* and get rid of the concept of 'one size fits all'. The EEP Committee is supportive to the so called One Plan Approach to species conservation and in that respect is keen to work together with partners both in and outside the zoo community. This element is consequently clearly integrated in the new structure. In 2015 the Committee continued working on this major task, amongst others during a one day workshop prior to the midyear meeting in March in Amsterdam. Also during the EAZA Annual Conference in Wroclaw the TAG chairs, EEP coordinators and ESB keepers gathered for a workshop to fine-tune and further develop the proposed structure. A lot of good feedback was received and additionally it was pleasing for the EEP Committee to see that overall there was great support from the TAG, EEPs and ESBs toward the proposed new structure.

The EEP Committee also finalised reviewing and updating the EAZA acquisition and disposition procedures. The new procedure was approved by the EEP Committee and was



THE EEP COMMITTEE IS WORKING TO CREATE TAILOR MADE PROGRAMMES FOR EACH SPECIES



**BENGT HOLST
COPENHAGEN ZOO,
COPENHAGEN,
DENMARK, CHAIR**

forwarded to Executive Committee and Council for official approval in 2016.

The bulleted overview below presents additional key achievements in 2015.

Overview of key developments and achievements 2015

- The EEP Committee was pleased to see the work carried out by the EEO in the process of assisting the International Species Information System in the process of developing the ZIMS Population Management Module (R3). The EEP Committee was kept informed in this process and was involved in the development of a position on the future availability of studbook databases in ZIMS.
- With the launch of the ZIMS Available and Wanted tool, the EAZA Available Wanted list was discontinued as per 1 January 2015. Apart from solving a few minor complications the process has been smooth and the EEP



BEST PRACTICE GUIDELINES FOR CALLITRICHIDS WERE OFFICIALLY APPROVED IN 2015

- Committee is pleased to see an ever growing number of EAZA members using the ZIMS tool.
- Although this did not have any input from the EEP Committee, it was important that the continued future developments of relevant population management tools as PMx and Vortex could be guaranteed for at least a three year period as part of the so called ‘Species Conservation Toolkit Initiative’. The EEP Committee is supportive to the initiative and will discuss its future involvement into this initiative in 2016.
 - Six EAZA Best Practice Guidelines were approved, for amongst others midwife toad, callitrichids and greater one-horned rhino, according to the new procedure and template. These guidelines are available on the public pages of the EAZA website.
 - The EEP Committee participated in the development of the programme for the global Joint TAG chairs meeting 2016. The meeting will be organized and hosted by our North American (AZA) colleagues and held in Omaha’s Henry Doorly Zoo and Aquarium,

Nebraska, USA, 16-18 March 2016.

- The process of reviewing the existing Memorandum of Understanding with the European Association for Aquatic Mammals (EAAM) was started in 2015 and will be completed in 2016.
- The EEP Committee supported the EAZA Felid TAG position statement on generic and white tigers. This attempt from the EAZA Felid TAG to decrease the population of generic and white tigers within EAZA institutions, and by that release space for programme tigers (Amur tiger EEP and Sumatran tiger EEP) was applauded. For white tigers this initiative was considered to be fully aligned with the Council approved ‘EAZA Position on Intentional Breeding for the Expression of Rare Recessive Alleles’. The EEP Committee will work together with the TAG in monitoring the impact of the statement moving forward.
- The second five-year cycle of EEP Evaluations was launched in 2013. In addition to the process assessment, EEP evaluations now also include a quality assessment, via an analyses of the population called a Quick Population Assessment (QPA). In 2015 we managed to catch up on the delay both in terms of QPAs and completing evaluation. 20% of all EEPs were evaluated by the end of 2015 and a good number are in progress.
- Since 2013 when the TAG evaluations started 18 TAGs had been evaluated towards the end of 2015. Valuable comments in support of the ongoing work as well as feedback toward further improve and professionalising the work of the TAG were received.
- The EAZA Population Management Advisory Group (EPMAG), chaired by Kristin Leus (Copenhagen) continued to support TAGs, EEPs and ESBs with population biology advice. EPMAG continued working on the opportunities of molecular genetics tools for breeding programmes. EPMAG was also part of the development of a research proposal on developing science and tools for managing

EEP Committee *continued*



group living species. Unfortunately the attempts made in 2015 to get funding for the project failed.

- The Animal Training Working Group, chaired by Annette Pedersen (Copenhagen) organised a successful meeting during the annual conference in Wroclaw.
- The EAZA Animal Welfare Working Group was established under the umbrella of the EEP Committee. This working group will be chaired by Holly Farmer (Paignton) with the Animal Welfare Training Officer, Sally Binding, from the EEO offering the liaison role.
- Long-Term Management Plan (LTMP) meetings were held for African penguin, Mountain chicken frog and Komodo dragon. The final plans are in progress. In addition there were a few sessions with individual coordinators/studbooks to go through their programme, amongst others black-capped squirrel monkey, douroucouli, red panda and gelada baboon.
- In cooperation with the EAZA Academy two EAZA Basic and one Advanced Breeding Programme Management Course were held

LONG TERM MANAGEMENT PLAN MEETINGS WERE HELD IN 2015 INCLUDING THE MOUNTAIN CHICKEN FROG

during this period.

One of the main ongoing tasks of the EEP Committee is overseeing the TAG and breeding programme structure of EAZA on behalf of EAZA Council. In 2015 the number of TAGs changed from 40 to 39. Furthermore three new EEPs were approved and ten new ESBs bringing the total number to 199 ESBs and 201 EEPs. In total the EEP Committee reviewed 49 changes to the TAGs and existing and proposed new EEP/ESB programmes in 2015. A further 38 non-EAZA EEP participation requests were reviewed, and the number of non-EAZA facilities officially involved has increased to 192. Some cases required extensive discussions. The EEP Committee dealt with a relatively larger number of complaints in 2015. Some were solved after discussion among the parties, however the EEP Committee decided to issue six official warnings against EAZA members during the course of the year. Fortunately complaints only form a very tiny part of the work and overall the breeding programme processes work very well. First and foremost thanks to the many dedicated colleagues running the TAGs, EEPs and ESBs. The EEP Committee is grateful for all the work they do for the benefit of the EAZA community at large.

A full picture of the hard work of the EAZA Taxon Advisory Groups is presented in the TAG Annual Reports that are published in addition to this annual report.



CHACOAN PECCARY, ONE OF THE THREE NEW EEPs FOR 2015

Legislation Committee

The EAZA Legislation Committee has the main responsibility to help deliver EAZA's objective of "stimulation, facilitation and co-ordination of the community's efforts in education, conservation and scientific research, through the enhancement of co-operation with all relevant organisations and through influencing relevant legislation at EU level."

Committee Goals

1. Develop EAZA's EU policy and draft position statements;
2. Provide expertise and assistance in changes or development of legislation that may impact on zoos and their ability to carry out vital conservation or education activities;
3. Assist the European Commission in ensuring high standards of implementation of the EU Zoos Directive and in improving standards of zoos and aquariums across Europe;
4. Inform the EU institutions about the huge potential for public engagement on EU policy areas by targeting the visitors of EAZA Members, particularly in regard to key environmental messages pertaining to species conservation, sustainability and climate change;

The Legislation Committee met in May in Amsterdam to discuss the on-going work. This included a capacity building programme on EU policy, which aims at helping EAZA Members to familiarize them with how the EU works and increase the impact of EAZA on EU processes. The first activities of that capacity building programme were implemented at the Annual Conference in Wroclaw. Two workshops on EU policies were given with in total more than 70 participants. This will be repeated at the Annual Conference in 2016.

A very important topic for 2016 which took a lot of work was the new Regulation on Invasive Alien Species, which came into force in January 2015. The law would ban keeping, breeding and transporting animals that get listed as invasive alien species except when related to conservation and research purposes. Together with the National



**MATS HÖGGREN,
NORDEN'S ARK,
CHAIR**

Association Committee the Legislation Committee has conducted an overview of the impact and is looking for solutions for the zoo sector. In August we received the overview of species that will fall under the regulation and the Legislation Committee encouraged Members to contact their local authorities to see how each Member State would deal with the new law. Work on this will continue in 2016.

The Legislation Committee also worked on the EU Action Plan against Wildlife Trafficking highlighting to the European institutions that zoos are not only supporting national authorities in fighting trafficking but are also victims through thefts.

Animal health stayed an important topic and together with the Veterinary Committee several issues were brought to the attention of the European Commission which led to clarifications that help EAZA Members with dealing with the law.

The Legislation Committee will continue to build on EAZA's capacity on EU processes and influence these policies through their work.

Membership & Ethics Committee

The Membership and Ethics (M&E) Committee met twice during 2015, once during the Directors' Day and Council meeting in Zürich in April and again during the Annual Conference in Wrocław in September.

One of the main tasks of the committee is to maintain and where possible improve the overall quality of the membership of EAZA. This is done by screening potential new members and, since 2012, also by screening all existing members – this last under the umbrella of the EAZA Accreditation Programme (EAP) which is overseen by the EAZA Executive Office.

In 2015, a total of 27 screening reports were discussed by the M&E Committee. It is quite frequently not easy to come to a decision about new members. We are seeing that, as the great majority of larger, established zoos in Europe are already members of EAZA, new members are often smaller zoos with smaller budgets. Sometimes they are very, very new or not even open to the public yet, in which case they can still become a Temporary Member. Regularly recurring discussion points when reviewing the screening reports are for instance the continuity of their funding sources (if other than from visitors), access to adequate funds for improvements to make the zoo eligible for Full Membership, the ability to partake in meetings and contribute to animal management programmes and other work that the EAZA membership is responsible for, and last but not least an evident wish to commit to EAZA and what it stands for. Once M&E reaches a decision, this is shared with the Executive Committee and subsequently taken to Council for approval. Over the past years this process has been tried, tested and improved and by and large it now runs very smoothly.

The results of the 27 screenings were as follows.

Five zoos were approved as new, Full Members and eight zoos maintained Full Membership under the EAP.

Four zoos moved from Temporary Membership



EAP SCREENINGS INSPECT ALL ELEMENTS OF A MEMBER INSTITUTION



FRANK RIETKERK, APENHEUL, APeldoorn, THE NETHERLANDS, CHAIR

to Full Membership. This is further proof that the Temporary Membership period does provide zoos with the opportunity to raise their standards to those required of EAZA membership. Under the EAP, one zoo that had been downgraded to Temporary Membership made a remarkable recovery and became a Full Member again in 2015.

Two zoos/organisations were approved as Associate members.

Two zoos were approved as new Temporary Members and two zoos were downgraded from Full to Temporary membership.

Two zoos were denied membership and one zoo lost its membership due to an inability to meet EAZA standards.

The decision on the membership of three zoos was put on hold until 2016, and one zoo left EAZA of its own accord.

And finally, two new corporate members were approved.

The Committee would like to thank all the institutions involved and the screeners for committing their valuable time to this important accreditation process. The other important task of the M&E Committee is to oversee the ethical issues that go hand in hand with working with animals in zoos. This is done by investigating complaints about members, and by pro-actively

producing documents that aim to provide clarity on such issues. In 2014, Council approved the EAZA Guidelines on the use of animals in public demonstrations (2014) which provides guidance to the members on what is considered to be an ethical way of using zoo animals in feeding or other demonstrations for visitors. In 2015, M&E asked all the EAZA Taxon Advisory Groups (TAGs) to contribute to this document with species (group) specific guidelines. Parallel to the Demonstrations document, Council also decided not to approve membership for circuses or zoos that have a circus or circus-like act on their grounds. This has already resulted in decisions to downgrade two Full Member zoos to Temporary Membership, which gives them time to consider what they wish to do about the circus or the circus-act on their premises.

EAZA continues to push members that have not yet joined the International Species Information System (ISIS) to do so at the earliest opportunity. This has been successful: only seven members continue to use their own registration software and these are planned to be screened under EAP in 2016.

Overall it has been a busy year for the Membership and Ethics Committee, the work of which helps to support, monitor and maintain the high standards of EAZA members.



EAZA ACCREDITATION PROGRAMME SCREENING



National Associations Committee

In Zürich at the spring 2015 meeting, Council ratified the creation of the National Associations Committee as a Specialist Committee reporting to Council.

The goals of this committee are as follows:

- To act as a two-way information channel between individual EAZA members and EAZA as an organisation to enable understanding and achievement of EAZA's strategic goals.
- To encourage the sharing of knowledge between zoos, aquariums and associations to strengthen partnerships and cooperative working
- To assist in the distribution of relevant EAZA news to members
- To closely cooperate with relevant members of the EEO and provide feedback when requested to ensure successful understanding and flow of information
- To promote opportunities for National Associations and EAZA to access/share relevant documents / position statements etc.
- To use the knowledge and information shared to raise the positive profile of the work of zoos and aquariums and benefit the smooth running of these institutions
- To give strength to EAZA's EU political stance through more cohesive/collaborative National political stances

The committee is composed of representatives of each of the National Associations and Federations that are members of EAZA. Those that are not currently EAZA Members are allowed to attend a maximum of two committee meetings as observers. The committee meets once per year at the Annual Conference; work and communication in between meetings is achieved through e-mail and other online forums as necessary.

The National Associations Committee recognises that there are some countries with EAZA Members but without National Associations (or associations that are not members of EAZA and therefore ineligible for this committee) and also in some countries there are members of EAZA who are



**KIRSTEN PULLEN,
BIAZA, UK, CHAIR**

not members of the National Association. Lines of communication must also account for these EAZA Members.

Activities during 2015:

- The Terms of Reference of the Committee were finalised.
- The committee worked on the co-drafting and distribution of the EAZA diclofenac statement. This was sent, in response to a consultation from the European Veterinary Directive, from the EAZA Executive Office (EEO) and from individual National Associations and Federations.
- Profiles for each of the National Associations have been developed and will be available in the Member Area of the EAZA website.
- The National Associations have been liaising with EAZA's EU Policy Manager over the Invasive Alien Species Regulation and its proposed implementation in the various Member States
- The September meeting was held in Wroclaw, alongside workshops run by EAZA's EU Policy Manager on the structure and function of the European Government (Parliament, Commission and Council).

Future work

- National Associations Committee will support the Communications Committee in the completion of a 'key messages' guidelines document which can then be made available to National Associations to use in the creation of their own materials
- Further support the work of the EU Policy Manager by providing him with copies of any 'zoos are good' publicity documents
- The Committee will identify which countries / regions don't have a National Association or equivalent and discuss with the Technical Assistance Committee the value of establishing associations in those regions
- To work with the EEO on the development of the new EAZA Strategy 2017-2020 and how the National Associations can support its implementation.

Research Committee

The purpose of the EAZA Research Committee is to help further develop appropriate and excellent research and training within the European zoo and aquarium community and among its many partners, and to encourage and support all European zoos and aquariums to adopt a scientific approach and participate in worthwhile and ethical research. As such, the role of the committee is to assist zoos and aquaria in establishing an infrastructure for research activities and help to guide research and set research priorities. At the same time we aim to establish and support networks of researchers in zoos, aquariums, universities, museums and wildlife researchers.

In 2015 we re-evaluated and renewed the committee membership, and at the same time adopted a new Terms of Reference (TOR) document. Currently we have two categories of members; 1) anyone from the EAZA membership and other organisations, who is interested in research that fits the objectives of the EAZA Research Strategy and EAZA Research Committee, and is able and willing to contribute to the committee's responsibilities can apply for core membership. 2) Anyone from the EAZA membership and other organisations, that has a clear interest in natural and social sciences and in particular research that is of relevance to the zoo and aquarium community and would like to be kept up to date on the activities of the EAZA Research Committee and scientific developments in the field.

The Research Committee continued to work on EAZA's scientific journal JZAR, the Journal for Zoo and Aquarium Research. Currently we receive on average eight manuscripts per month, and approximately one in four is rejected. In 2015 the journal was registered for incorporation in the Science Citation Index, which will hopefully result in having an ISI-Impact Factor as of 2017. We have also adopted a TOR document for the Editorial

COPENHAGEN ZOO



**ZJEF PEREBOOM,
KMDA, ANTWERP,
BELGIUM, CHAIR**

Board which was expanded with members of the Research Committee core group and six new board members in 2015.

Jointly with the Institute for Zoo and Wildlife Research (IZW) the Research Committee co-organised the 10th International Conference on Behaviour, Physiology and Genetics of Wildlife in Berlin. The dedicated EAZA symposium featured the science behind the One Plan Approach for integrated species conservation.

To help EAZA institutions, Taxon Advisory Groups (TAGs), Committees and Working Groups in reaching the goals formulated in the EAZA Research Strategy we are working in close collaboration with EAZA Executive Office towards implementing a web-based Research Portal for sharing information and resources such as research guidelines, protocols and priorities, annual reports, relevant web sites, newsletters and research reports.

The EAZA Nutrition Group, chaired by Andrea Fidgett (Chester) continued the development of nutrition guidelines and protocols as well as their ongoing work on the new Fauna™ nutrition software. A very successful Nutrition Conference was organised by the EAZA Nutrition Group and Van Hall Larenstein University of Applied Sciences and held at Royal Burgers' Zoo. The conference theme was 'Feeding zoo animals for health, welfare and conservation' and it attracted over 140 participants from 90 institutions across 27 countries. It was also preceded by an EAZA Academy seminar on herbivore and reptile nutrition for a maximum capacity 40 people. The next Nutrition Conference is planned for January 2017.



THE FRONT COVER OF THE LATEST ISSUE OF THE JOURNAL OF ZOO AND AQUARIUM RESEARCH (JZAR)

Technical Assistance Committee

The Technical Assistance (TA) Committee provides assistance to institutions mostly in Central and Eastern Europe that have been accepted into EAZA's Candidate for Membership (CfM) programme. The Committee focuses on their standards of animal welfare and zoo management, encouraging the sharing of knowledge between zoos and providing practical support and advice for improvements. The role of this committee is to guide these zoos to achieve the standards required for Full Membership of EAZA.

The TA Committee meets twice a year in which they discuss the progress of the CfMs and the development and strategies of the committee. Additionally, each year, the TA committee organises open meetings for CfMs during the Annual Conference. The main goal of these meetings is to allow CfM institutions to give a presentation on their progress over the previous year and to promote the work of TA Committee. The presentations are always very well prepared and attended by many zoo colleagues.

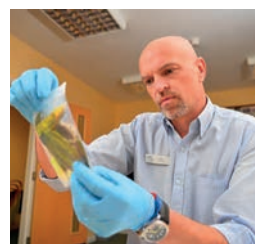
There are currently 15 Candidate for Member zoos (CfMs) across 13 countries:

1. Yerevan Zoo (Armenia)
2. Sarajevo Zoo (Bosnia and Herzegovina)
3. Sofia Zoo (Bulgaria)
4. Osijek Zoo (Croatia)
5. Tbilisi Zoo (Georgia)
6. Kaunas Zoo (Lithuania)
7. Skopje Zoo (Macedonia)
8. Qalqilia Zoo (West bank Palestine)
9. Turgu-Mures Zoo (Romania)
10. Kaliningrad Zoo (Russia)
11. St. Petersburg Zoo (Russia)
12. Kosice Zoo (Slovakia)
13. Palic Zoo (Serbia)
14. Kharkov Zoo (Ukraine)
15. Brasov Zoo (Romania)

Each of these has an experienced mentor from an EAZA zoo who visits their CfMs at least once a year.



**MARK CHALLIS,
BELFAST ZOO,
BELFAST, UK, CHAIR**



**MARK PILGRIM,
NEZS, CHESTER, UK,
INTERIM CHAIR**

The TA Committee continues to work well with the EAZA Academy and the EAZA Animal Welfare Training officer, Sally Binding. This has proven a great success for all involved with eight welfare-based workshops, hosted by CfMs delivered during the year with 201 people attending. During the workshops, the participants were encouraged to establish permanent practices to promote animal welfare progression within their own institutions.

In order to promote the work of the TA Committee new leaflets were created, explaining more about the CfM mentor system and the role of the mentor and institution.

One of the most important tools for assisting the CfM institutions is the zoo management booklet produced by the committee, titled; 'The Modern Zoo: Foundations for Management and Development'. This excellent manual provides a reference for the zoo director and zoo management on the basics of zoo operations and the role of a modern zoo. This document was sent to all current CfMs and is publically available on the EAZA website [http://www.eaza.net/members / technical-assistance/](http://www.eaza.net/members/technical-assistance/)

Mark Pilgrim has been happy to stand in as interim Chair of the TA Committee for Mark Challis, Zoo Manager of Belfast Zoological Gardens until Mark returns.

Veterinary Committee

The EAZA Veterinary Committee held two meetings in 2015, one during the Annual meeting of the European Association of Zoo and Wildlife Veterinarians (EAZWV) (Barcelona, May 2015) and another one during the EAZA Annual Conference (Wroclaw, September 2015). Minutes of both meetings are available on the Member Area of the EAZA website.

The Veterinary Committee is pleased that Stephanie Sanderson (Executive Director European Association of Zoo and Wildlife Veterinarians (EAZWV)) agreed to take on the role as new vice chair for the EAZA Veterinary Committee. The strong link between the Veterinary Committee and the EAZWV can be found in the recently approved EAZA Veterinary Committee Mission statement.

Daniel Nuijten (EAZA EU Policy Manager) and Jacques Kaandorp (Hilvarenbeek) are consistently trying to have an impact on the development of the new Animal Health law. It is still planned to bring all relevant laws together under one act. The *Caprinaes* are currently covered by several legislative acts but these will be better aligned in the new Animal Health law. Nuijten is working with the European Commission to get a derogation for Caprines in zoos, such that they will fall fully under BALAI legislation only, to make animal exchanges of Caprines much easier for zoos. EAZA is in the good position to inform the EU Commission through the EU Animal Health Advisory Committee on relevant diseases like Avian influenza. Other diseases of concern are peste de petits ruminants and lumpy skin disease. Both diseases are expected to enter the EU within the next years.

On behalf of EAZA and EAZWV Jacques Kaandorp continued to teach BALAI training



**ARNE LAWRENZ,
WUPPERTAL ZOO,
WUPPERTAL,
GERMANY, CHAIR**

to veterinary authorities, organised by the EU. In addition Kaandorp participated in two EU Animal Welfare workshops (Lyon and Sofia). The funding for future workshops seems to have dried up leaving it unclear if further workshops will be organised.

Since ZIMS Medical was launched in April 2014 it has provided the possibility to enter data on samples, test results and physiological measurements. In June 2015 a most recent update was released. Among other features the most current version comprises the possibility to create reports on globally collected data on e.g. blood values and drug usage. Data can be shared on different levels: Gold, Silver, and Bronze. While Gold level shares most of the entered medical data, Bronze level is more limited. Currently medical data is shared on 40 animals within Europe. On a global level medical data is shared on 477 animals. The sharing of animal data should increase and the Veterinary Committee therefore agreed to recommend that EAZA members share medical data on Gold level. Lawrenz also encourages all EAZA Members to make more use of ZIMS Medical. If needed members can contact the Veterinary Committee to ask for help and guidance.

The EAZA Executive Office on behalf of the Veterinary Committee is keeping an overview of all BALAI approved EAZA Members. The BALAI list was currently updated and is available on the Member Area of the EAZA website. It is important to inform EAZA when an institution outside the EU is gaining BALAI approval as there is no official list kept by authorities. The Veterinary Committee was informed that Los Angeles Zoo and San Diego Zoo are approved for meeting BALAI standard.

The EAZA Transport Working Group functioning under the umbrella of the Veterinary Committee mainly focused their activities on the live animal regulations (IATA LAR). IATA has set up a group of people who work on updating the container requirements to guarantee a secure transport of birds, monkeys and poisonous and

Veterinary Committee *continued*



venomous snakes. The Transport Working Group is invited to give input.

The EAZA Group on Zoo Animal Contraceptives (EGZAC) reported during the EAZA Annual Conference that they received a total of 47773 contraception data entries, 335 institutions are registered and a total of 306 recommendations were given on a range of 147 species in 2015. The website was updated and now contains 16 taxon sheets with information on contraceptive usage.

The Veterinary Committee constantly updates the list of Veterinary advisors and is seeking ways to improve the collaboration between Veterinary advisors and the Taxon Advisory

EAZA IS WORKING TO INCLUDE ALL *CAPRINAE* UNDER BALAI DEROGATIONS.

Groups (TAGs). Lawrenz gave a presentation during the TAG chair meeting in Wroclaw on this topic. A questionnaire on how to improve the collaboration was developed and will be circulated in 2016 to all Veterinary advisors.

Unfortunately the closed Tuberculosis workshop (hosted by Paris Zoo) with almost 40 participants from all over the world scheduled for 16 -17 of November 2015 had to be cancelled two days ahead due to the tragic terrorist attacks in Paris on the 13 November. In preparation for the workshop a survey was circulated among all relevant EAZA Members who have the focus species in their collection. The workshop will be rescheduled to take place in 2016.

EAZA Academy

The EAZA Academy had another successful year, delivering 21 courses to 564 participants. Topics covered ranged from Communicating Biodiversity through Visitor Engagement to Reptile Husbandry and Endoscopy. The EAZA Academy continued its collaborative work; delivering courses under the EAZA Academy in Israel banner with support from Fondation Segré, and also Recognised Courses arranged by member institutions.

81% of course participants came from EAZA institutions. This is similar to the numbers from 2013-14, and shows that the EAZA Academy course offerings have sustained appeal for EAZA Members. A total of 121 EAZA member institutions participated in EAZA Academy courses in 2015 (32% of the total EAZA membership). This figure is lower than in 2013-14, however the analysis also covers a shorter period of time. In addition, 61 non-member institutions participated in EAZA courses. 106 people from outside the EAZA community attended courses, helping the EAZA Academy to fulfil its aim of extending training opportunities to constituencies beyond the membership.

Participants from 39 different countries across Europe and beyond attended courses in 2015, showing the broad appeal of the EAZA Academy. Figure 1 shows the top ten participating countries, both by total number of participants and the number of different courses attended. The Netherlands and the United Kingdom continue to be key supporters of the Academy, and countries such as Israel, Russia, Romania and Serbia feature high on the participation list thanks to workshops held in situ and funded with generous assistance from Fondation Segré and the Technical Assistance Committee.

The most popular Academy course delivered in 2015 covered Diet Assessment of Herbivorous Primates and Reptiles. This one-day seminar was held before the EAZA Nutrition Conference and was attended by 44 participants from 33



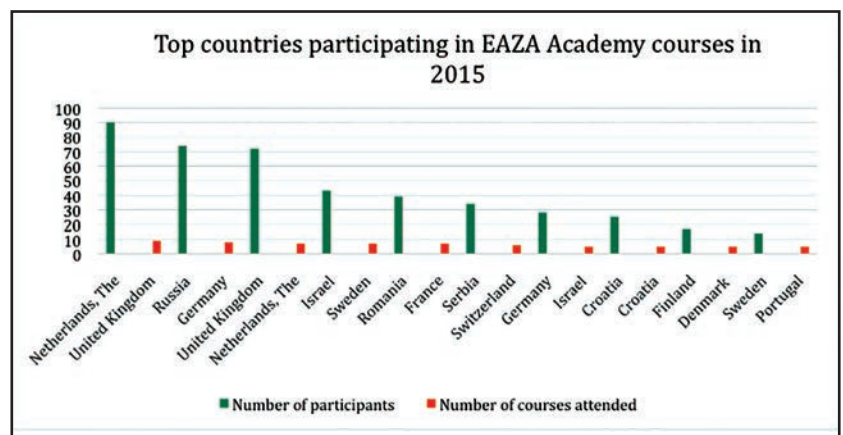
**LAURA MYERS,
EAZA ACADEMY
MANAGER**

different institutions. Nutrition continues to be a key area of interest for the EAZA community with Recognised Courses on Mammal Nutrition (arranged by Marwell Wildlife) and Primate Nutrition (arranged by Stichting de Harpij) held later in the year.

In 2015 the EAZA Academy delivered six Animal Welfare Workshops, supported by Fondation Segré and the EAZA Technical Assistance Committee, which involved a total of 145 participants from 18 different EAZA institutions. Host zoos spanned across Europe, including both EAZA Members and Candidates for Membership. The four-day workshops were delivered by EAZA's Animal Welfare Training Officer and armed participants with both theoretical knowledge and the practical skills to conduct welfare assessments, problem solve and implement practical interventions to promote animal welfare best practice.

Since the workshops, a number of actions have been implemented by the zoos to promote continued welfare progression. This includes regular welfare meetings for teams to discuss their latest welfare initiatives, inter-departmental training days to support the transfer of skills, participation of staff on further EAZA Academy courses to expand specific welfare-based knowledge, and regular translation of welfare articles to aid accessibility to resources for all staff members. An EAZA Academy Welfare Workshops Facebook group has also been created as a

FIGURE 1: TOP COUNTRIES ATTENDING COURSES IN 2015



EAZA Academy *continued*

platform for information sharing, which all course participants are invited to join.

The EAZA Academy Animal Welfare Workshops are expanding. The EAZA Academy was successful in the 2015 call for the WAZA Grant, thereby supporting five additional workshops in 2016. Plans are underway for the Academy's first 'Aquatic Animal Welfare Workshop' and 'Training and Welfare Workshop' thereby aiding knowledge dissemination across specific welfare disciplines. Seven welfare-based workshops are already confirmed for 2016. As a result of the high demand, 2015 saw the proud introduction of five further volunteer Instructors to the welfare team.

Across all courses delivered by the EAZA Academy feedback from participants is positive, with especial appreciation of the practical components.

Some sample comments are included below:

- *"Both of the tutors were brilliant and very engaging, happy to answer questions/get people involved whilst also linking important theory with practical applications"* Animal Training course participant
- *"The hands on approach and ability for us to use our own programmes during the course made it even more useful and easy to get to grips with"* Advanced breeding programme management course participant
- *"Great - some things I'll use. Would definitely be useful to some staff at [my institution]"* Communicating biodiversity through visitor engagement course participant
- *"It's good to have this amount of theory. It forced us to think about things and gives us another perspective. So the rate - theory/practical - works perfect for me. [The tutor] is very clear in telling and you can hear her experience in the lectures. Very good!"* Animal welfare course participant.

The EAZA community continues to support the EAZA Academy and there is good demand for a large range of courses. Participant feedback shows that courses continue to meet that needs of the community and the quality of courses



ANIMAL WELFARE COURSES FEATURED IN THE 2015 ACADEMY OFFERING

remains high. To find out more about current EAZA Academy courses please look at the EAZA Academy pages of the website (eaza.net/academy), like us on Facebook (facebook.com/EAZAacademy) or contact Laura.Myers@eaza.net.



SALLY BINDING, EAZA ACADEMY ANIMAL WELFARE TRAINING OFFICER

Treasurer's Report

As from January 2015 EAZA agreed a move to a January/December financial year and thus this report covers a period of 12 months from 1 January 2015 to 31 December 2015. It should be noted that since the 2013/2014 financial year, and in accordance with Dutch RJ 640 reporting requirements, Campaign funds are also required to be part of the statement of income and expenses. These Campaign funds are managed separately to the core operating budget and so are represented as separate lines in the presentation of the accounts. Unless specifically stated, comments in the following text relate to the operating budget and not the overall accounts where operating budget and campaign funds are combined.

Total income relating to the operating budget for the 12 month period was €928,121 exclusive of interest and third party charged wages. The majority (90%) of this income came from membership related fees, with the remaining income relating to sources such as publications and the EAZA Annual Conference as well as EAZA Academy courses. Interest from financial income was €12,366.

Strategic donations from the membership were received into the EAZA Development Fund. This is a restricted fund and is not used for normal operating expenses, but for implementation of the EAZA Strategy 2013-2016 and for proceeding strategies. As of 31 December 2015 this fund stands at €107,171.

Budgeted operational expenses were set at €888,570. However, actual spending was slightly higher at €936,675. The main reasons



**LINDA VAN
ELSACKER, KMDA,
ANTWERP, BELGIUM,
TREASURER**

for the difference in predicted compared to actual values were linked to communications and representation expenses. This is a reflection of EAZA's desire to increase communication with a broader external audience as well as representation at the EU. Because income was also slightly higher than predicted the final operating result is €3,812.

During this reporting period €66,918 was received in Campaign donations and €46,781 was given out in grants. Grants were given to projects in Madagascar and in relation to the Pole to Pole Campaign, as well as for Red Panda PHVA work and Elephant EEHV research. The total amount of funds remaining in Campaign accounts equals €117,177.

When the Campaign funds and Operating budgets are combined, as per the new RJ 640 Dutch legal regulations for entities without profit, the net result is €23,949.

The ongoing policy of prudent, tightly controlled spending to ensure the financial stability of the organization continues to be successful. There is a working capital of €817,398 and the total assets on 31 December 2015 were €1,638,604. Consequently, EAZA is in a very healthy position.

We gratefully acknowledge the work of Klomp Advies in the compilation of the quarterly and annual accounts of EAZA, as well as the internal auditors and Phidra Audit and Assurance B.V. for their auditing services.

I have no hesitation in commending these accounts to Members.

Financial Report

PROFIT AND LOSS ACCOUNT 2015

OPERATING BUDGET

Revenue

Expenses

Wages and salaries	449,911	48.5
Social security premiums and pension costs	120,523	13.0
Depreciation of intangible and tangible assets	4,718	0.5
Other staff expenses	39,198	4.2
Accommodation expenses	35,212	3.8
Communications and representation expenses	190,899	20.6
Office expenses	56,199	6.1
General expenses	40,015	4.3

Total operating expenses

Operating result

Financial income and expense

Net operating result

CAMPAIGN FUNDS

Campaign donations

Campaign grants

Campaign funds result

OVERALL TOTAL NET RESULT

Result Operating budget

Result Campaign funds

Total net result

€	%
928,121	100.0
449,911	48.5
120,523	13.0
4,718	0.5
39,198	4.2
35,212	3.8
190,899	20.6
56,199	6.1
40,015	4.3
936,675	100.9
-8,554	-0.9
12,366	1.3
3,812	0.4
66,918	100.0
-46,781	-69.9
20,137	30.1
-3,812	
20,137	
23,949	

FINANCIAL POSITION

A summary of the overall financial position as of 31 December 2015 in comparison with prior year is as follows:

	2015 €	2013/14 €
Equity		
Capital	120,001	120,001
Other Reserves	587,785	583,973
Campaign funds	117,177	97,040
Total Equity	824,963	801,014
Assets		
Tangible fixed assets	7,565	8,755
Receivables	117,914	102,839
Cash at bank and in hand	1,513,125	1,321,835
Total Assets	1,638,604	1,433,429
Available on short term		
Receivables	117,914	102,839
Cash at bank and in hand	1,513,125	1,321,835
Short-term liabilities	-813,641	-632,415
Working capital result	817,398	792,259

A copy of the complete audited EAZA accounts for 2015 is available to EAZA Members, from the EAZA Executive Office, on request.

Governance and Organisational Structure

Executive Committee

Chairman
Simon Tonge

Vice-chairman
Shai Doron

Secretary
Andreas Knieriem

Treasurer
Linda Van Elsacker

and all Standing Committee chairs



Chairman:
Simon Tonge
(Paignton Zoo)



Vice-chairman:
Shai Doron
(Jerusalem Zoo)



Secretary:
Andreas Knieriem
(Berlin Zoo and
Berlin Tierpark)



Treasurer:
Linda Van Elsacker
(KDMA) Treasurer

EAZA FULL MEMBERS

(Please see the list of EAZA Full Members on page 35)

EAZA COUNCIL

(Please see the list of Council Members on page 33)

STANDING COMMITTEES

EEP

Bengt Holst

Membership & Ethics

Frank Rietkerk

Legislation

Mats Höggen

Aquarium

João Falcato

SPECIALIST COMMITTEES

Conservation

Bryan Carroll

Education

Sarah Thomas

Research

Zjef Pereboom

Technical Assistance

Mark Challis

Veterinary

Arne Lawrenz

Communications (new)

Colomba de la Panouse
Turnbull

National Associations (new)

Kirsten Pullen

EAZA Council

EAZA Council

Country	Name:	Institution:			
Austria	Michael Martys	Alpenzoo Innsbruck	Portugal	Arlete Sogorb	Jardim Zoologico de Lisboa
Belgium	Linda van Elsacker	Zoo Antwerpen/ Planckendael Animal Park	Russia	Natalia Kolobova	Moscow Zoo
Croatia	Davorka Maljković	Zagreb Zoo	Slovakia	Miloslava Šavelová	Bratislava Zoo
Czech Republic	Miroslav Bobek	Prague Zoo	Slovenia	Zdenka Barbara Ban Fischinger	Ljubljana Zoo
	Kateřina Majerová.	Děčín Zoo	Spain	Miqueul Trepas	Parc Zoologic de Barcelona
Denmark	Henrik Herold	Randers Regnskov, Tropical Zoo	Sweden	David Waugh	Loro Parque
Estonia	Mati Kaal	Tallinn Zoo	Switzerland	Bo Kjellson	Borås Djurpark AB
Finland	Sanna Hellström	Helsinki Zoo	Turkey	Mats Höggren	Kolmarden Zoo
France	Françoise Delord	ZooParc de Beauval	Ukraine	Alex Rübel	Zoo Zürich
	Christine Morrier	Parc Zoologique d'Amiens	United Arab Emirates	Şahin Afşin	Izmir Wildlife Park
	Colomba de La Panouse	Parc Zoologique de Thoiry	United Kingdom	Vladimir Topchy	Nikolaev Zoo
	Pierre Gay	Bioparc de Doué la Fontaine		Paul Vercammen	Arabia's Wildlife Centre
	Thierry Jardin	Centre d'Etudes et de Recherche Zoologiques Augeron		Bryan Carroll	Bristol, Clifton & West of England Zoological Society
Germany	Andreas Knieriem	Zoologischer Garten und Aquarium Berlin/ Tierpark Berlin		Mark Pilgrim	North of England Zoological Society
	Theo Pagel	Zoologischer Garten Köln		Simon Tonge	South West Environmental Parks
	Thomas Kauffels	Opel -oo		Mark Challis	City of Belfast Zoo
	Jörg Junhold	Zoo Leipzig GmbH		Cheryl Williams	Yorkshire Wildlife Park
	Achim Johann	NaturZoo Rheine			
Greece	Jean-Jacques Lesueur	Attica Zoological Park	Co-opted Committee Chair		
Hungary	Endre Papp	Sóstó Zoo	Aquarium Committee	João Falcato	Oceanário de Lisboa
Ireland	Sean McKeown	Fota Wildlife Park	EEP Committee	Bengt Holst	Copenhagen Zoo
Israel	Shai Doron	The Tisch Family Zoological Gardens	Observing Committee Chairs		
Italy	Cesare Avesani Zaborra	Parco Natura Viva	Education Committee	Sarah Thomas	Zoological Society of London London Zoo
Latvia	Rolands Greizins	Riga Zoo	National Associations Committee	Kirsten Pullen	BIAZA
Luxembourg	Guy Willems	Parc Merveilleux	Research Committee	Zjef Pereboom	Zoo Antwerpen/ Planckendael Animal Park
Netherlands	Frank Rietkerk	Apenheul	Research Committee	Zjef Pereboom	Antwerp Zoo
	John de Hoon	Vogelpark Avifauna	Veterinary Committee	Arne Lawrenz	Wuppertal Zoo
Norway	Rolf-Arne Ølberg	Kristiansand Dyrepark			
Poland	Ryzsard Topola	Warsaw Zoo			
	Aleksander Niwelinski	Poznan Zoo			

EAZA Executive Office 2015



Executive Director
Myfanwy Griffith



**Manager – Collection
Coordination and
Conservation**
Danny de Man



**Manager –
Communications and
Membership**
David Williams-Mitchell



Office Manager
Lilian Fiolet



**Assistant Manager -
Collection
Coordination
and Conservation**
William van Lint



**EAZA Academy
Manager**
Laura Myers



EU Policy Manager
Daniel Nuijten



Population Biologist
Kristine Schad



**EAZA Academy
Animal Welfare
Training Officer**
Sally Binding



**ISIS European Liaison/
Technical Support**
Sander Cozijn



**EPMAG / Population
Management**
Kristin Leus



**Accreditation
Coordinator**
April Adams



**Executive Coordinator
– Collection
Coordination and
Conservation**
Merel Zimmermann



**Assistant Population
Biologist**
Elmar Fienieg



**Executive Coordinator
- Communications and
Membership**
Mirko Marseille



**Executive Coordinator
- Collection
Coordination
and Conservation**
Katharina Herrmann



**Executive Coordinator
– Communications and
membership**
Sofieke Bouwman

EAZA Members

Country	Member Name	EAZA Shortname	Membership Category
Austria	Tierwelt Herberstein	HERBERSTEIN	Full
Austria	Alpenzoo Innsbruck	INNSBRUCK	Full
Austria	Zoo Schmiding	KRENGLBACH	Full
Austria	Zoo Salzburg	SALZBURG-ZOO	Full
Austria	Haus des Meeres - Aqua Terra Zoo GmbH	WIEN-AQUA	Full
Austria	Tiergarten Schonbrunn	WIEN-ZOO	Full
Belgium	Zoo Antwerpen	ANTWERPEN	Full
Belgium	Pairi Daiza	CAMBRON-CASTEAU	Full
Belgium	Monde Sauvage Safari	DEIGNE	Full
Belgium	Reserve d'Animaux Sauvages	HAN-SUR-LESSE	Full
Belgium	Bellewaerde	IEPER	Full
Belgium	Aquarium de l'Universite de Liege	LIEGE	Full
Belgium	Planckendael	MECHELEN	Full
Belgium	Musee d'Histoire Naturelle et Vivarium de Tournai	TOURNAI	Full
Belgium	Cracid Breeding and Conservation Center	ZUTENDAAL	Associate
Chile	ALPZA - Asociación Latinoamericana de Parques Zoológicos y Acuarios	FED-ALPZA	Associate
Croatia	Zooloski vrt Zagreb	ZAGREB	Full
Czech Republic	Zoologicka zahrada mesta Brno	BRNO	Full
Czech Republic	Podkrusnohorsky Zoopark Chomutov	CHOMUTOV	Full
Czech Republic	Zoologicka zahrada Decin - Pastyrská stena	DECIN	Full
Czech Republic	ZOO Dvur Kralove	DVUR-KRALOVE	Temporary 2 years
Czech Republic	Zoologicka zahrada Ohrada	HLUBOKA-VLTAVOU	Full
Czech Republic	Zoo Hodonín	HODONIN	Full
Czech Republic	Zoologicka zahrada Jihlava	JIHLAVA	Full
Czech Republic	Zoologicka zahrada Liberec	LIBEREC	Full
Czech Republic	Zoologicka zahrada Olomouc	OLOMOUC	Full
Czech Republic	Derbianus Conservation	ORG-DERBIANUS	Associate
Czech Republic	Zoologicka zahrada Ostrava	OSTRAVA	Full
Czech Republic	Zoologicka a botanicka zahrada Plzen	PLZEN	Full
Czech Republic	Zoologicka zahrada Praha	PRAHA	Full
Czech Republic	Zoologicka zahrada Usti nad Labem	USTI-NAD-LABEM	Full
Czech Republic	ZOO a zamek Zlin-Lesna, p.o.	ZLIN	Full
Denmark	Aalborg Zoo	AALBORG	Full
Denmark	Knuthenborg Safaripark	BANDHOLM	Full
Denmark	Ree Park Safari	EBELTOFT	Full
Denmark	Danish Association of Zoos and Aquaria - DAZA	FED-DAZA	Associate
Denmark	Givskud Zoo - ZOOTOPIA	GIVSKUD	Full
Denmark	Kattegatcentret	GRENAA	Full
Denmark	Nordsoen Oceanarium	HIRSTHALS	Full
Denmark	National Aquarium Denmark, Den Blå Planet	KOBENHAVN-AQUA	Full
Denmark	Copenhagen Zoo	KOBENHAVN-ZOO	Full
Denmark	Jesperhus Jungle Zoo	NYKOBING-MORS	Full

Denmark	Odense Zoo	ODENSE	Full
Denmark	Randers Regnskov, Tropical Zoo	RANDERS	Full
Estonia	Tallinna Loomaaed	TALLINN	Full
Finland	Ahtari Zoo Finland	AHTARI	Full
Finland	Helsinki Zoo	HELSINKI	Full
Finland	Ranua Wildlife Park	RANUA	Full
France	Parc Zoologique d'Amiens	AMIENS	Full
France	Parc Zoologique d'Amneville	AMNEVILLE	Temporary 1 year
France	Marineland Antibes	ANTIBES	Full
France	Parc Animalier d'Auvergne	ARDES SUR COUZE	Temporary 2 years
France	Parc Animalier des Pyrénées	AYZAC-OST	Full
France	Zooparc de Beauval	BEAUVAL	Full
France	Parc Zoologique du Museum de Besancon	BESANCON	Full
France	Espace Zoologique de la Boissiere du Dore	BOISSIERE-DORE	Full
France	Parc des Mamelles	BOUILLANTE	Full
France	Nausicaa Centre National de la Mer	BOULOGNE-MER	Full
France	Oceanopolis - Aquarium de Brest	BREST	Full
France	Reserve Zoologique de Calviac	CALVIAC	Full
France	Parc Zoologique de Champrepus	CHAMPREPUS	Full
France	Parc Zoologique de Cleres - Jean Delacour	CLERES	Full
France	Le Pal	DOMPIERRE	Full
France	Bioparc de Doué la Fontaine	DOUE-FONTAINE	Full
France	Association Française des Parcs Zoologiques - AFdPZ	FED-AFDPZ	Associate
France	Union des Conservateurs d'Aquarium - UCA	FED-UCA	Associate
France	Parc Zoologique Fort-Mardyck Dunkerque Grand Littoral	FORT-MARDYCK	Full
France	Parc Zoologique de Jurques	JURQUES	Full
France	Zoo Bassin d'Arcachon	LA TESTE	Temporary 2 years
France	Zoo de la Fleche	LA-FLECHE	Full
France	Fauconnerie du Puy du Fou	LES-EPESES	Temporary 1 year
France	Zoo de la Palmyre	LES-MATHES	Full
France	Parc Zoologique de Lille	LILLE	Full
France	Centre d'Etudes et de Recherche Zoologiques Augeron - CERZA	LISIEUX	Full
France	Jardin Zoologique de la Ville de Lyon	LYON	Full
France	Zoo de Guyane	MACOURIA	Full
France	Zoo de Martinique - Habitation du Capitaine Latouche	MARTINIQUE	Full
France	Maubeuge Zoo	MAUBEUGE	Full
France	Natur'Zoo de Mervent	MERVENT	Full
France	Parc Zoologique de Montpellier	MONTPELLIER	Full
France	Parc Zoologique et Botanique de Mulhouse	MULHOUSE	Full
France	Parc animalier et botanique de Branféré (École Nicolas Hulot)	MUZILLAC	Full
France	Le Parc des Felins	NESLES	Full
France	Réserve de la Haute-Touche	OBTERRE	Full
France	Aquarium Tropical de la Porte Doree	PARIS-AQUA	Full
France	Menagerie du Jardin des Plantes	PARIS-JARDIN	Full
France	Parc Zoologique de Paris	PARIS-ZOO	Full
France	Safari de Peaugres	PEAUGRES	Full

France	Parc Zoologique de la Barben	PELISSANE	Full
France	La Ferme aux Crocodiles	PIERRELATTE	Full
France	African Safari	PLAISANCE-TOUCH	Full
France	La Bourbansais Zoo	PLEUGUENEUC	Full
France	Parc Zoologique de Pont-Scorff	PONT-SCORFF	Full
France	Le Rocher des Aigles	ROCAMADOUR	Full
France	La Vallee des Singes	ROMAGNE	Full
France	Touroparc	ROMANECHÉ	Full
France	Parc Zoologique des Sables d'Olonne	SABLES-OLONNE	Full
France	Parc animalier de Sainte-Croix	SAINTE-CROIX	Full
France	Reserve Africaine de Sigean	SIGEAN	Full
France	Grand Aquarium Saint-Malo	ST-MALO	Full
France	Espace Zoologique de Saint-Martin-la-Plaine	ST-MARTIN-PLAINE	Full
France	Parc Zoologique de Thoiry	THOIRY	Full
France	Parc Zoologique de Tregomeur	TREGOMEUR	Full
France	Parc du Reynou	VIGEN	Temporary 2 years
France	Parc Ornithologique de Villars les Dombes	VILLARS-DOBES	Full
France	Zoodysée (Régie des pôles Science et Nature de Zoodysée et du Cébron)	ZOODYSSEE	Temporary 2 years
Germany	Aachener Tierpark	AACHEN	Full
Germany	Zoologischer Garten Augsburg	AUGSBURG	Full
Germany	Tierpark Berlin-Friedrichsfelde	BERLIN-TIERPARK	Full
Germany	Zoologischer Garten und Aquarium Berlin	BERLIN-ZOO	Full
Germany	Tierpark Bochum	BOCHUM	Full
Germany	Zoo am Meer Bremerhaven	BREMERHAVEN	Full
Germany	Tierpark Chemnitz	CHEMNITZ	Full
Germany	Vivarium Darmstadt	DARMSTADT	Full
Germany	Zoo Dortmund	DORTMUND	Full
Germany	Zoologischer Garten Dresden	DRESDEN	Full
Germany	Zoo Duisburg	DUISBURG	Full
Germany	Aquazoo Dusseldorf	DUSSELDORF	Full
Germany	Zoologischer Garten Eberswalde	EBERSWALDE	Full
Germany	Thüringer Zoopark Erfurt	ERFURT	Full
Germany	Verband der Zoologischen Gärten - VDZ	FED-VDZ	Associate
Germany	Zoological Society for the Conservation of Species and Populations	FED-ZGAP	Associate
Germany	Zoo Frankfurt	FRANKFURT	Full
Germany	Zoom Erlebniswelt Gelsenkirchen	GELSENKIRCHEN	Full
Germany	Naturschutz - Tierpark Gorlitz	GORLITZ	Full
Germany	Zoologischer Garten Halle	HALLE	Full
Germany	Tierpark Hagenbeck	HAMBURG	Full
Germany	Zoo Hannover	HANNOVER	Full
Germany	Tiergarten Heidelberg	HEIDELBERG	Full
Germany	Zoo Hoyerswerda	HOYERSWERDA	Full
Germany	Zoologischer Garten Karlsruhe	KARLSRUHE	Full
Germany	Zoologischer Garten Köln	KOLN	Full
Germany	Zoo Krefeld	KREFELD	Full
Germany	Opel Zoo	KRONBERG	Full

Germany	Zoo Landau	LANDAU	Full
Germany	Zoo Leipzig GmbH	LEIPZIG	Full
Germany	Zoologischer Garten Magdeburg	MAGDEBURG	Full
Germany	Vogelpark Marlow	MARLOW	Full
Germany	Munchener Tierpark Hellabrunn	MUNCHEN	Full
Germany	Westfälischer Zoologischer Garten Munster	MUNSTER	Full
Germany	Tierpark Neumunster	NEUMUNSTER	Full
Germany	Neunkircher Zoologischer Garten	NEUNKIRCHEN	Full
Germany	Zoo Neuwied	NEUWIED	Full
Germany	Tierpark Nordhorn	NORDHORN	Full
Germany	Tiergarten der Stadt Nurnberg	NURNBERG	Full
Germany	Stiftung Artenschutz	ORG-ARTENSCHUTZ	Associate
Germany	Leibniz Institute for Zoo and Wildlife Research – IZW	ORG-IZW	Associate
Germany	Verband Deutschsprachiger Zoopädagogen e.V. - VZP	ORG-VZP	Associate
Germany	Zoo Osnabruck	OSNABRUCK	Full
Germany	NaturZoo Rheine	RHEINE	Full
Germany	Zoologischer Garten Rostock	ROSTOCK	Full
Germany	Zoologischer Garten Saarbrücken	SAARBRUCKEN	Full
Germany	Zoologischer Garten Schwerin	SCHWERIN	Full
Germany	Tiergarten der Stadt Straubing	STRAUBING	Full
Germany	Wilhelma, Zoologisch-botanischer Garten Stuttgart	STUTTGART	Full
Germany	Tierpark Ueckermuende	UECKERMUENDE	Full
Germany	Weltvogelpark Walsrode	WALSRODE	Full
Germany	Zoo Wuppertal	WUPPERTAL	Full
Greece	Attica Zoological Park	ATHINAI	Full
Hungary	Budapest Fovaros Allat-Es Novenykertje	BUDAPEST	Full
Hungary	Nagyerdei Kulturpark Allatkertje	DEBRECEN	Full
Hungary	Zoo Győr - Xantus János Allatkert	GYOR	Full
Hungary	Jászberény Zoo	JASZBERENY	Full
Hungary	Nyíregyházi Állatpark Nonprofit Kft. (Sosto Zoo)	NYIREGYHAZA	Full
Hungary	Szeged Zoo	SZEGED	Full
Hungary	Kittenberger Kalman Noveny-Es Vadaspark	VESZPREM	Full
Ireland	Dublin Zoo (The Zoological Society of Ireland)	DUBLIN	Full
Ireland	Fota Wildlife Park (The Zoological Society of Ireland)	FOTA	Full
Israel	Haifa Educational Zoo and Biological Institute	HAIFA	Temporary 2 years
Israel	The Tisch Family Zoological Gardens	JERUSALEM	Full
Israel	Hai Park	KIRIAT-MOTZKIN	Full
Israel	Zoological Center Tel Aviv - Ramat-Gan	RAMAT-GAN	Full
Italy	Parco Faunistico 'La Torbiera'	AGRATE	Full
Italy	Parco Natura Viva, Garda Zoological Park	BUSSOLENGO	Full
Italy	Parco Zoo Falconara	FALCONARA	Full
Italy	Unione Italiana Zoo ed Acquari - UIZA	FED-UIZA	Associate
Italy	Acquario di Genova	GENOVA	Full
Italy	Parco Faunistico Le Cornelle	LE CORNELLE	Full
Italy	Parco Zoo 'Punta Verde'	LIGNANO	Full
Italy	Aquarium, Stazione Zoologica 'Anton Dohrn'	NAPOLI-AQUA	Full
Italy	Giardino Zoologico di Pistoia	PISTOIA	Full
Italy	Fondazione Bioparco di Roma	ROMA	Full

Italy	Bioparco Zoom Torino	TORINO	Full
Italy	Zoomarine Italia S.p.A.	TORVAJANICA	Full
Kazakhstan	Almaty Zoological Park	ALMATY	Associate
Kuwait	The Scientific Centre	SALMIYA	Associate
Latvia	Riga Zoo	RIGA	Full
Luxembourg	Parc Merveilleux	BETTEMBOURG	Full
Netherlands, The	Vogelpark Avifauna	ALPHEN	Full
Netherlands, The	DierenPark Amersfoort	AMERSFOORT	Full
Netherlands, The	Artis Zoo	AMSTERDAM	Full
Netherlands, The	Apenheul	APELDOORN	Full
Netherlands, The	Koninklijke Burgers' Zoo	ARNHEM	Full
Netherlands, The	Hogeschool van Hall Larenstein	EDU-VANHALL	Associate
Netherlands, The	WILDLANDS Adventure Zoo Emmen	EMMEN	Full
Netherlands, The	Dutch Zoo Federation - NVD	FED-NVD	Associate
Netherlands, The	Dolfinarium	HARDERWIJK	Full
Netherlands, The	Safaripark Beekse Bergen	HILVARENBEEK	Full
Netherlands, The	GaiaZOO Kerkrade Zoo	KERKRADE	Full
Netherlands, The	AquaZoo Friesland	LEEWARDEN	Full
Netherlands, The	Dierenrijk	MIERLO	Full
Netherlands, The	Bears in Mind, fund for bears	ORG-ALERTIS	Associate
Netherlands, The	Stichting 'De Harpij'	ORG-HARPIJ	Associate
Netherlands, The	Zoo Parc Overloon	OVERLOON	Full
Netherlands, The	Ouwehands Dierenpark	RHENEN	Full
Netherlands, The	Diergaarde Blijdorp	ROTTERDAM	Full
Netherlands, The	Wassenaar Wildlife Breeding Centre	WASSENAAR	Associate
Norway	Atlanterhavsparken	AALESUND	Full
Norway	Kristiansand Dyrepark	KRISTIANSAND	Full
Poland	Slaski Ogród Zoologiczny	CHORZOW	Full
Poland	Association of Directors of Polish Zoological Gardens and Aquariums	FED-RDPOZA	Associate
Poland	Miejski Ogród Zoologiczny Wybrezeza	GDANSK	Full
Poland	Miejski Park i Ogród Zoologiczny	KRAKOW	Full
Poland	Miejski Ogród Zoologiczny w Łodzi Sp. z o.o.	LODZ	Full
Poland	Opole ZOO	OPOLE	Full
Poland	Miejski Ogród Zoologiczny (Zoo Plock)	PLOCK	Full
Poland	Ogród Zoologiczny w Poznaniu	POZNAN	Full
Poland	Toruń Zoobotanical Garden	TORUN	Full
Poland	Miejski Ogród Zoologiczny	WARSZAWA	Full
Poland	Wroclaw Zoo	WROCLAW	Full
Poland	Stefan Miler Zoological Garden	ZAMOSC	Full
Portugal	ZooMarine	ALBUFEIRA	Full
Portugal	ZOO Santo Inácio	AVINTES	Full
Portugal	Associação Portuguesa de Zoos e Aquaria - APZA	FED-APZA	Associate
Portugal	Pelicanzoo - Parque Zoológico de Lagos	LAGOS	Full
Portugal	Aquário Vasco da Gama	LISBOA-AQUA	Full
Portugal	Oceanário de Lisboa	LISBOA-OCEA	Full
Portugal	Jardim Zoológico de Lisboa	LISBOA-ZOO	Full
Portugal	Parque Ornitológico de Lourosa	LOUROSA	Full

Qatar	Al Wabra Wildlife Preservation	ALWABRA	Associate
Romania	Romanian Zoo and Aquaria Federation (RZAF)	FED-RZAF	Associate
Russia	Kazan Zoobotanical Garden	KAZAN	Full
Russia	Moscow Zoo	MOSKVA	Full
Russia	Novosibirsk Zoological Park	NOVOSIBIRSK	Full
Slovakia	Zoologicka zahrada Bojnice	BOJNICE	Full
Slovakia	Zoologicka zahrada Bratislava	BRATISLAVA	Full
Slovakia	Union of Czech and Slovak Zoological Gardens (UCSZOO)	FED-UCSZ	Associate
Slovenia	Zivalski vrt Ljubljana	LJUBLJANA	Full
Spain	Estacion Experimental de Zonas Aridas EEZA (CSIC)	ALMERIA	Associate
Spain	Parc Zoologic de Barcelona	BARCELONA-ZOO	Full
Spain	Selwo Marina	BENALMADENA	Full
Spain	Terra Natura Benidorm	BENIDORM	Full
Spain	Parque de la Naturaleza de Cabarceno	CABARCENO	Full
Spain	Marineland Mallorca	CALVIA	Full
Spain	Selwo Aventura	ESTEPONA	Full
Spain	Iberian Association of Zoos and Aquaria - AIZA	FED-AIZA	Associate
Spain	Bioparc Fuengirola	FUENGIROLA	Full
Spain	Zoobotanico de Jerez	JEREZ-FRONTERA	Full
Spain	Faunia	MADRID-FAUNIA	Full
Spain	Zoo Aquarium Madrid	MADRID-ZOO	Full
Spain	Loro Parque, S.A.	PUERTO-CRUZ	Full
Spain	Fundación Zoo de Santillana	SANTILLANA	Full
Spain	Parque Oasys - Parque Tematico del Desierto de Tabernas	TABERNAS	Full
Spain	Oceanogràfic	VALENCIA-OCEA	Full
Spain	Bioparc Valencia	VALENCIA-PARC	Full
Sweden	Boras Djurpark AB	BORAS	Full
Sweden	Parken Zoo I Eskilstuna	ESKILSTUNA	Full
Sweden	Olands Djurpark	FARJESTADEN	Temporary 1 year
Sweden	Swedish Association of Zoological Parks and Aquaria - SAZA	FED-SAZA	Associate
Sweden	Furuvikspark	GAVLE	Full
Sweden	Universeum	GOTEBORG-UNI	Full
Sweden	Skanes Djurpark Resort AB	HOOR	Full
Sweden	Nordens Ark	HUNNEBOSTRAND	Full
Sweden	Jarvzoo	JARVSO	Full
Sweden	Kolmarden Zoo	KOLMARDEN	Full
Sweden	Lycksele Djurpark	LYCKSELE	Full
Sweden	Orsa Gronklitt	ORSA	Full
Sweden	Skansen-Akvariet	STOCKHOLM-AQUA	Full
Sweden	Skansen Foundation, Zoological Department	STOCKHOLM-ZOO	Full
Switzerland	Zoologischer Garten Basel	BASEL	Full
Switzerland	Tierpark Dählholzi	BERN	Full
Switzerland	Natur- und Tierpark Goldau	GOLDAU	Full
Switzerland	Walter Zoo	GOSSAU	Full
Switzerland	Papiliorama Swiss Tropical Gardens	KERZERS	Full
Switzerland	Wildnispark Zurich - Langenberg	LANGNAU	Full
Switzerland	European Association of Zoo and Wildlife Veterinarians	ORG-EAZWV	Associate
Switzerland	Zoo de Servion	SERVION	Full

Switzerland	Zoo Zurich	ZURICH	Full
Turkey	Bursa Zoo	BURSA	Full
Turkey	Faruk Yalcin Zoo	DARICA	Full
Turkey	Izmir Wildlife Park	IZMIR	Full
Ukraine	Nikolaev Zoo, Municipal Institution of Nikolaev-City Council	NIKOLAEV	Full
United Arab Emirates	Al Ain Zoo	AL-AIN	Full
United Arab Emirates	Arabia's Wildlife Centre	SHARJAH	Full
United Kingdom	Drusillas Park	ALFRISTON	Full
United Kingdom	Hawk Conservancy Trust	ANDOVER	Full
United Kingdom	Wildlife Heritage Foundation	ASHFORD	Associate
United Kingdom	Waddesdon Manor Aviary & Folly Farm, UK	AYLESBURY	Full
United Kingdom	Curraghs Wildlife Park	BALLAUGH	Full
United Kingdom	Banham Zoo - Zoological Society of East Anglia	BANHAM	Full
United Kingdom	Folly Farm	BEGELLY	Full
United Kingdom	Howletts Wild Animal Park	BEKESBOURNE	Full
United Kingdom	City of Belfast Zoo	BELFAST	Full
United Kingdom	West Midland Safari Park	BEWDLEY	Full
United Kingdom	Birmingham Wildlife Conservation Park	BIRMINGHAM	Full
United Kingdom	Blackpool Zoo	BLACKPOOL	Full
United Kingdom	Blair Drummond Safari & Adventure Park	BLAIRDRUMMOND	Full
United Kingdom	Birdland Park	BOURTON-WATER	Full
United Kingdom	Bristol, Clifton & West of England Zoological Society	BRISTOL	Full
United Kingdom	Wild Place	BRISTOL-PLACE	Full
United Kingdom	Paradise Wildlife Park	BROXBORNE	Full
United Kingdom	Cotswold Wildlife Park	BURFORD	Full
United Kingdom	Chessington World of Adventures	CHESSINGTON	Temporary 1 year
United Kingdom	North of England Zoological Society	CHESTER	Full
United Kingdom	Colchester Zoo	COLCHESTER	Full
United Kingdom	Welsh Mountain Zoo - National Zoo of Wales	COLWYN-BAY	Full
United Kingdom	Safari Zoo	DALTON-FURNESS	Full
United Kingdom	Dudley and West Midlands Zoological Society	DUDLEY	Full
United Kingdom	Edinburgh Zoo (Royal Zoological Society of Scotland)	EDINBURGH	Full
United Kingdom	Nottingham Trent University (NTU)	EDU-NOTTINGHAM	Associate
United Kingdom	British and Irish Association of Zoos and Aquariums - BIAZA	FED-BIAZA	Associate
United Kingdom	Thrigby Hall Wildlife Gardens	GREAT-YARMOUTH	Full
United Kingdom	Paradise Park	HAYLE	Full
United Kingdom	Durrell Wildlife Conservation Trust	JERSEY	Full
United Kingdom	Africa Alive! - Zoological Society of East Anglia	KESSINGLAND	Full
United Kingdom	Highland Wildlife Park (Royal Zoological Society of Scotland)	KINGUSSIE	Full
United Kingdom	Linton Zoological Gardens	LINTON	Full
United Kingdom	ZSL London Zoo	LONDON	Full
United Kingdom	Port Lympne Wild Animal Park	LYMPNE	Full
United Kingdom	Flamingo Land Resort	MALTON	Full
United Kingdom	Marwell Wildlife	MARWELL	Full
United Kingdom	Amazon World	NEWCHURCH	Full
United Kingdom	Newquay Zoo	NEWQUAY	Full

United Kingdom	The World Pheasant Association - WPA	ORG-WPA	Associate
United Kingdom	Paignton Zoo Environmental Park	PAIGNTON	Full
United Kingdom	Manor House Wildlife Park	PEMBROKESHIRE	Full
United Kingdom	Knowsley Safari Park	PRESCOT	Full
United Kingdom	Shaldon Wildlife Trust	SHALDON	Full
United Kingdom	Shepreth Wildlife Park	SHEPRETH	Full
United Kingdom	Drayton Manor Zoo	TAMWORTH	Temporary 2 years
United Kingdom	Living Coasts	TORQUAY	Full
United Kingdom	Twycross Zoo	TWYXCROSS	Full
United Kingdom	Monkey World - Ape Rescue Centre	WAREHAM	Full
United Kingdom	Longleat Safari Park	WARMINSTER	Full
United Kingdom	ZSL Whipsnade Zoo	WHIPSNADE	Full
United Kingdom	Woburn Safari Park	WOBURN	Full
United Kingdom	Yorkshire Wildlife Park	YORKSHIRE	Full
United States	International Species Information System	ORG-ISIS	Associate
United States	Snow Leopard Trust - SLT	ORG-SLT	Associate

Corporate Members

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Dowman Soft Touch	Ray Hole architects
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